

GS to NSPS Pipeline Actions

A Pipeline Action is a term to describe those personnel actions that were initiated before the NSPS conversion and closed after NSPS conversion. For example, recruit actions that were announced through the GS system, but processed after the NSPS conversion.

The existing rule for all NSPS Pipeline Actions is that all actions are to be processed in accordance to the new NSPS system and pay is to be set in accordance with the new NSPS Pay Setting Regulations. Below are excerpts from the DoD regulations, Army Conversion Guidance and Army FAQs for further clarification.

DoD 1400.25-M

SC1911.3.1.1 - If another personnel action such as a promotion or geographical move is effective on the same day as the effective date of the employee's conversion to NSPS, it must be processed according to the existing rules of that system before the employee is converted to NSPS.

SC1911.4.4. After conversion of an organization, employees who subsequently move into the organization from a non-covered position to a position already covered by NSPS shall have their pay set by using the pay administration procedures outlined in SC1930.10., "Pay Administration."

Army Conversion Guidance, dated 19 DEC 06

1. A. Personnel actions to be effective under the legacy system must be received at the CPOC prior to conversion to NSPS. Appendix F specifies the action and timeframes for RPA submission to the CPOC prior to the conversion effective date. No RPAs will be accepted for processing at the CPOC during a two-week period prior to conversion to NSPS. If a recruit/fill/placement action cannot be processed and effective prior to conversion to NSPS, the RPA will be processed following NSPS conversion and in accordance with NSPS regulatory requirements. For any emergency action (i.e., death), notify the servicing CPAC as soon as possible.

Army FAQ's addressing pipeline actions:

A-2Q: Will a freeze be placed on submitting personnel actions for organizations converting to NSPS?

A: Yes, all personnel actions must be submitted to the CPOC for processing 2 weeks prior to the conversion to NSPS. If a recruit/fill/placement action cannot

be processed and effective prior to conversion to NSPS, the RPA will be processed following NSPS conversion and in accordance with NSPS regulatory requirements.

A-16Q: Prior to conversion to NSPS, the position was advertised as GS and a referral list was issued to management but no selection was made before conversion. Can management still select from the referral list after the position converts to NSPS?

A: Yes.

A-17Q: If "yes," will the tentatively selected employee be considered a voluntary accession to a NSPS position?

A: Yes, if the employee accepts the position.

A-20Q: If the position was advertised as GS, with the standard statement that the position may convert to NSPS, but the referral list was not issued before the conversion date, and now the position has converted to NSPS, must the position be re-advertised?

A: No.

A-21Q: Must NSPS qualifications be applied to a position announced before conversion, but a selection made after conversion?

A: Yes.

A-22Q: Is it legal to apply NSPS qualifications since the vacancy announcement only included the GS qualifications statement?

A: Yes, this was confirmed by the legal staff.